

Equality Impact Assessment

1. Name of the change, strategy, project or policy:	Single Equality Scheme Template and Guidance for schools		
2. Name of person completing this form:	Paul Stewart / Catherine Moore (School HR Advisory Service)		
3. Has the policy/practice been assessed to consider any negative impact on the key groups?			
Yes - The main purpose of the introduction Single Equality scheme is to allow schools to meet their new legislative requirements in terms of the Equality Act 2010.			
4. Where negative impact has been identified, please complete questions 5-9, if none is identified, please sign and proceed to question 9.			
<i>Equality Target Group (circle):</i>	<i>Negative impact – it could disadvantage</i>	<i>Reason</i>	
Race	None		
Religion/belief	None		
Disability	None		
Gender	None		
Sexual Orientation	None		
Age	none		
5	Yes	No	
<i>Is the impact legal/lawful? Seek advice from your School link HR Advisor if necessary.</i>	NA	NA	
<i>Is the impact intended?</i>	NA	NA	
6 Could you minimise or improve any negative impact? Use the space below to detail how.			
NA			
7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?			
NA			
8. In light of all the information detailed in this form; what practical actions would you take to reduce or remove any adverse / negative impact?			
Schools to identify actions (and include in their own action plan) as part of their implementation of the Single Equality Scheme.			

PART B) To be completed when assessment and consultation has been carried out

9a) As a result of the assessment and consultation completed in Part A above, state whether there will need to be any changes made to the policy, project or planned action.			
9b) As a result of this assessment and consultation, does the school need to commission specific research on this issue or carry out monitoring/data collection?			
Schools to identify what gaps they have following their own consultation with equality target groups.			
9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	Yes	✓	No